

**May 10, 2017**

**Executive Secretary  
National Labor Relations Board  
1015 Half St. SE  
Washington, DC 20570**

**Appeal of Case 18-RD-197717.**

**Anoka is requesting to have the petition re-evaluated and the regional determination reversed, and to approve our appeal. Allowing a vote at the Anoka location only to decertify the local 638 Union. The Anoka location is not asking to have all the IBT locations in our petition. Only to allow a vote at Anoka giving a small location the right to decertify and not be locked into a Union contract without any type of rational opportunity to decertify.**

**Anoka First Student Drivers & Mechanics have been a separate IBT Local 638 Union location in the area since 1994; we were Laidlaw transportation and later purchased by First Student. The location at that time was small consisting of 110 to 120 members. We were never permitted by the Local 638 IBT Executive Board the option to vote to be or not to be a part of a national contract covering 20,000 members or more. Anoka was only a very insignificant number of the total permitted to vote on the Tentative Agreement of the National Contract.**

**This is an injustice, and a travesty of a person's rights in a democracy inflicted by the Local 638 IBT Executive board. At that time the national contract was hard-pressed upon the Anoka members. The Anoka location was never given choice, other than to vote on a tentative agreement negotiated without representation for the Anoka Location. What chance did Anoka have as a part of the 20,000 other drivers? Most of the 20,000 have never been a part of the IBT Union and were only newly unionized.**

**The Teamsters International took it on their own to organize a national campaign to unionize all of the First Student drivers and mechanics at all locations. First Student locations were not presented with a person's God given right to Vote and make their own decision to not be part of the national agreement. The existing First Student Anoka Union locations were also not given proper representation at the negotiations for a National Contract, another infringement of our rights as employees and union members,**



**The Anoka location was the only union shop in this area as of 1994. We were affiliated with Miscellaneous Drivers, Helpers & Warehousemen's Union local 638 IBT and we did not function under any form of national contract.**

**We were without a national contract from February 1994 to June of 2011. At that point we were absorbed without being given any opportunity to vote on being absorbed into a national contract. The IBT should have honored the members' rights to choose on their own if the national agreement was in their best interest. This right was denied to the members by the Local 638 Executive Board.**

**As the Union Steward for approximately 20 years at the Anoka location I openly opposed the National contract for the Anoka location and the fact that the Anoka members were not being given any rights, options or allowed to vote at the Anoka location. My protest on behalf of the members was not given any deliberation by then Business Agent Robert Moore, or the executive board at local 638 or at the IBT national level, we were just absorbed, without any member being given the choice or the chance to endorse it.**

**The national contract does not provide the Anoka members with any enhanced language more than what is existing in the Anoka contract; in fact the majority of the language in the national contract is recurring or vastly inferior to the Anoka Language.**

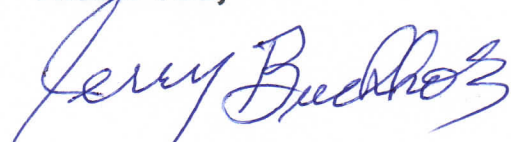
**The national contract does not cover economic issues that are to be negotiated at this local level. In addition, there is never any representative from the IBT national board representing the Anoka members.**

**The Anoka location has negotiated the contract at the local level since 1994. This manner of negotiations has been past practice and the procedure since the establishment of the Union at Anoka in 1994.**

**A very disturbing incident was brought to my attention in regard to the petition to decertify. I was informed that the safety director, Jerry Ladwig, was questioning drivers about if they signed the petition and why they did sign. However, the worst of the situation was after the Union meeting Thursday, May 4th. After the meeting adjourned there was some talk about issues. This conversation included Union representatives consisting of steward, Jean Winstrom, the alternate steward, and a committee member, along with Union 638 Business Agent, Scott Lecy and an additional**

**Business Agent who were in attendance during this altercation. The members conveyed that the Steward verbally attacked them with prejudice and hostility, demanding to be told if they signed the petition. This verbal harassment from the union steward was and is unjustifiable. These are only a couple of reports that were presented to Jerry Buchholz and me. How many other drivers or members were harassed in the same way that did not report the incidents, I cannot say. These actions by some company personnel and Union representatives are in part why we are requesting the reconsideration of the decertification at the Anoka Location.**

**Thank You,**



**Jerry Buchholz  
Petitioner**

**Thank You,**



**Robert Saba  
Representative**

**Cc**

**Terry Dykstra, First Student, (by E-Mail)**

**Scott Lecy, IBT Local 638, (by E-Mail)**

**Justin D. Cummins, Attorney, (by E-Mail)**